

# **ACTION GUIDE**

**6 Simple Steps That  
Attracts and Retains Power House  
Recruiters Getting Them To  
*\$400,000 in Production in 2 Years  
Or LESS!***

## **MODULE #1**

***Pouring the Foundation for  
A Great Recruiter***

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*TheRecruiterCampus.com (Blog)*

# Defining your Vision and the Vision for your Office

How does vision tie in with Hiring?

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Where do you want to be in 5 yrs, 3yrs, 1 year? -

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What is your vision for your new hire?

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Are the two visions congruent?

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A solid business plan with defined actions and direction (in writing) \_\_\_\_\_

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## **Different Roles New Hires Can Play in Today's Search Firm**

Break the Old Paradigm, why do we hire for the same exact role we hired in 1970? \_\_\_\_\_

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### **Leverage Your time:**

Marketing Coordinator Role:

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Search Associate (recruiting only): \_\_\_\_\_

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Evolution of each: \_\_\_\_\_

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A different vision for a new business development, account executive \_\_\_\_\_

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# Making the Mental Shift to be Ready for Hiring

“If you truly want to grow by hiring and developing your team you will need to get much if not MOST of your fulfillment from the success of others and your ability to influence their *attitudes, feelings and determination!*”

When are you at “your best”? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Have a defined schedule \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

How and when to allocate your Time \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Put times INTO YOUR CALENDAR! \_\_\_\_\_  
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Begin to CLEARLY define new hire expectations and make sure they are REAL numbers and achievable \_\_\_\_\_  
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\_\_\_\_\_  
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Show them you are ready; pre-hire preparations;  
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## **Profitability Metrics to Measure Against**

Commentary on 1970's based compensation plans

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Profit Metrics of High Performing Offices

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“Cost of Sales” and what it means to the Recruiting Firm Owner

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## **Cash Flow Considerations**

How much should you have on hand? \_\_\_\_\_

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Should you hire one or two?

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## **Templates of Daily Plans Used by Successful Firms**

Driven by Activities \_\_\_\_\_

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